

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Faculty Reduction in Force
Date: May 7, 2001

Recommended Action:

Consider the recommendation of Superintendent Johnson to terminate the employment of three teachers and reduce the number of contracted days for two teachers.

Executive Summary:

On April 27, 2001, Superintendent William Johnson notified three teachers in a timely manner of his intent to recommend termination of their employment to the Board at its meeting of May 15, 2001, as required by Iowa Code §279.15. Also on April 27, 2001, Superintendent Johnson gave timely notice to two teachers of his intent to recommend a reduction in the number of contracted days.

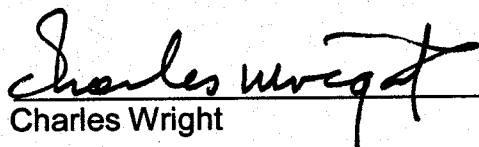
Pursuant to Iowa Code §279.15, the teachers had five days following the notification in which to request a private hearing before the Board concerning the recommendations. None of the ISD teachers so notified has requested such a hearing. Therefore, the Board can make a decision concerning the superintendent's recommendation regarding their contracts at any time prior to May 31, 2001, pursuant to Iowa Code §279.16. The Board Office recommends that the Board consider the superintendent's recommendation during its executive session on May 15, 2001. The Board's decision is final for these five teachers, all of whom have non-probationary status.

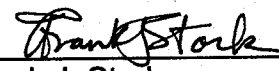
Background:

Iowa School for the Deaf, along with other Regent institutions and state agencies, is facing at least a 6% reduction in the FY 02 budget. In order to help meet this budget shortfall, the school is recommending faculty reductions consistent with the strategic plan and reducing the off-campus program, which has experienced a reduction in student need. Superintendent Johnson has informed the five teachers whose terminations of employment and reductions in contracted days are under consideration that his recommendation is based on a lack of funding in the FY 02 budget.

Iowa Code §279.15 grants to teachers in the State of Iowa the right to a private hearing before the Board if the superintendent recommends termination of their employment or changes in the terms of their continuing contract. A teacher who has received such notification may request a private hearing before the Board concerning the superintendent's recommendation. This request must be made within five days following receipt of the notice of termination, pursuant to Iowa Code §279.15. None of the affected ISD teachers has requested a hearing.

Superintendent Johnson has provided detailed information concerning his recommendation for Faculty Reduction in Force. The information is contained in the confidential packet provided to the Board.


Charles Wright

Approved: 
Frank J. Stork